

Joint Committee on Corrections

Information for Legislative Institutional Visits

Facility Name: Fulton Reception and Diagnostic Center				
Custody Level	Maximum		Warden	Billy D. Harris
Total Acreage	111		Address	1393 Highway O
Acreage w/in Perimeter	60			Fulton, MO 65251
Square Footage	431,510		Telephone:	573-592-4040
Year Opened	1987		Fax:	573-592-4073
Operational Capacity/Count (as of December 1, 2014)	1302			
General Population Beds (capacity and count as of December 1, 2014)	1506		Deputy Warden	Michael B. Payne Offender Management
Segregation Beds (capacity and count as of December 1, 2014)	120/91		Deputy Warden	Dan Redington Operations
Treatment Beds (capacity and count as of December 1, 2014)	15/14		Asst. Warden	Shawn Twyman
Work Cadre Beds (capacity and count as of December 1, 2014)	200/193		Major	Scott Colter
Diagnostic Beds (capacity and count as of December 1, 2014)	408/214			
Protective Custody Beds (capacity and count as of December 1, 2014)	N/A			

1. Capital Improvement Needs:

- a. How would you rate the overall condition of the physical plant of the institution? **The overall condition of the physical plant is fair. This facility is 27 years old and has been over populated most of the time, which has taken its toll on the overall physical plant.**

The bigger items such as the boilers, generator, water softeners, air handlers and heat exchangers are presenting even more challenging problems due to the age, wear and tear. All are near or past their rated life expectancy but due to an extensive preventative maintenance program are still operational.

- b. What capital improvement projects do you foresee at this facility over the next six years? **Replace roofs on housing units 6, 7 and C Buildings along with 2 heat pumps and 14 roof exhaust fans. Roofs still have the ballasted rubber roof systems that have been patched many times and are still leaking at this time.**

Replacement of taut wire and Del-Norte Fence Security Systems. Both are obsolete and parts are no longer available. Security system are less than reliable posing immediate security concerns.

Replace exterior sliders on 4 house and A building. They are 27 years old and the doors and frames are rusted out.

Replace 12 simplex fire panels and related hardware. All are old and obsolete. We have calls on the fire panels weekly, and sometime daily. Fire alarm systems are less than reliable posing safety concerns for staff and offenders.

- c. How critical do you believe those projects are to the long-term sustainability of this facility? Extremely critical, if and when the HU 20 touch screen unit fails, the entire housing unit doors will have to be manually opened and closed. This process is extremely staff intensive and will greatly reduce security within the housing unit. The fire alarm system is iterated into this system as well as lighting, HVAC and intercom systems.

2. Staffing:

- a. Do you have any critical staff shortages? Overtime is sometimes necessary to maintain critical custody staffing, in the event of hiring delays or call-ins.
- b. What is your average vacancy rate for all staff and for custody staff only? Our average vacancy for all staff is 5 to 9 positions and vacancy rate for custody staff is 4 to 8 positions vacant at any given time.
- c. Does staff accrual or usage of comp-time by staff effect your management of the institution? Yes, often staff accrues overtime more often on 3rd and 1st shifts. Operating below critical levels does not afford the opportunity to shift commanders to allow staff member time off to reduce compensatory time on a regular basis.
- d. What is the process for assigning overtime to staff? Overtime is assigned first by asking for volunteers, if a staff member volunteers they are moved to the bottom of the mandatory overtime list. If a staff member is mandated, they are moved to the bottom of the mandatory overtime list.
- e. Approximately what percentage of the comp-time accrued at this institution does staff utilize as time off and what percentage is paid-off? Approximately 78% of comp time accrued is paid off; 22% is used.
- f. Is staff able to utilize accrued comp-time when they choose? Due to current staffing levels, staff utilizing accrued compensatory time is not guaranteed. This is determined by the needs of the shift and available staff to work. This is a contributing factor of staff members requesting to be paid for compensatory time instead of taking the time off.

3. Education Services:

- a. How many (and %) of inmate students at this institution are currently enrolled in school? (0 %) FRDC Education deals with the diagnostic Education process and therefore does not have an Academic school. In the recent past we have given offenders who do well on Academic screening to study for their High School Equivalency testing.
- b. How many (and %) of inmate students earn their HSE each year in this institution? (100 %) November 25, 2014 saw the first group of five offenders to ever test at FRDC. Of those 5 all passed the test. Five more tested on December 12, 2014 (results are pending).
- c. What are some of the problems faced by offenders who enroll in education programs? Offender who enroll in Education programs in the Department of Corrections in general have the challenge of having not been in school for many years so they have forgotten many skills and are sometimes frustrated with themselves. They do seem to take pride in their accomplishments when they do make any advancement toward their Education.

4. Substance Abuse Services:

- a. What substance abuse treatment or education programs does this institution have? *The Ambulatory Restricted Mobility (ARM) and an assessment unit. ARM is a specialized 84-day program serving offenders sentenced to short-term institutional treatment who have various medical/mobility issues that hinder or prevent them from being able to participate in other ITC settings. The assessment unit is responsible for administering the DOC approved substance abuse assessment to board and court offenders stipulated for treatment, prior to being transferred to a substance abuse program.*
- b. How many beds are allocated to those programs? *ARM has 15 beds, most of which require some type of special accommodation, i.e. wheelchair or other high risk needs.*
- c. How many offenders do those programs serve each year? *RM has the capacity to serve 60-70 special needs offenders per year. The assessment unit completed approximately 58 assessments during FY14. Their sentence types vary (559.115, 217.785, board, CODS, MPTC).*
- d. What percent of offenders successfully complete those programs? *93% successful, 5% unsuccessful, and 2% no fault.*
- e. What, in your opinion, is the biggest challenge to running a treatment program in a prison setting? *The short time frame which doesn't really allow us to address the offenders chronic care problems and cognitive belief issues, along with the need for providing adequate training to treatment staff relative to their profession.*

5. Vocational Programs:

- a. What types of vocational education programs are offered at this institution? *We offer no (vocational) Career and Technical programs at FRDC due to being a diagnostic center.*
- b. How many offenders (and %) participate in these programs each year? *N/A*
- c. Do the programs lead to the award of a certificate? *N/A*
- d. Do you offer any training related to computer skills? *No*

6. Missouri Vocational Enterprises:

- a. What products are manufactured at this institution? *FRDC does not have a Missouri Vocational Enterprise.*
- b. How many (and %) of offenders work for MVE at this site? *N/A*
- c. Who are the customers for those products? *N/A*
- d. What skills are the offenders gaining to help them when released back to the community? *N/A*

7. Medical Health Services:

- a. Is the facility accredited by the National Commission on Correctional Health Care? *Yes*
- b. How many offenders are seen in chronic care clinics? *720*
- c. What are some examples of common medical conditions seen in the medical unit? *Back pain, diabetes, COPD, headaches, rashes, seizures, joint pain, sports injuries, nebulizer treatments, blood pressure checks and medication distribution.*
- d. What are you doing to provide health education to offenders? *Through Chronic Care clinics patients receive education that is directly related to their health condition. Patients receive education at each sick call visit from the nurse. Patients in PERM housing units are offered attendance to the Health Fair Annually where booths are provided to give education towards healthy lifestyles.*
- e. Have you had any cases of active Tuberculosis in this facility in the past year? If so, how did you respond? *No*

- f. Is the aging of the population effecting health care in prisons as it is effecting health care every where else? If yes, please explain

Yes, patients are increasing in age. We are seeing a greater number of patients with several medical conditions. With the aging population, you see an increase in patients needing ambulatory aides and special housing accommodations. Special dietary concerns are in place with elderly offenders to ensure that they consume the appropriate amount of calories daily.

8. Mental Health Services:

- a. How do offenders go about obtaining mental health treatment services? Offenders are seen upon intake for a Mental Health Assessment. They are also see through self advocacy via Mental Health Services Request forms and Staff Referrals.
 - b. How many successful suicides (and %) occurred here in the past year and what is being done to prevent suicides? One. Staff referrals are an important piece to suicide prevention. Mental Health Services provides CORE training on suicide prevention on an on-going basis.
 - c. Approximately how many (and %) of the offenders in this institution are taking psychotropic medications? 232 out of 1527 or 15%.
 - d. How many offenders in this facility are chronically or seriously mentally ill and what is being done for them? 237 out of 1527 or 15%.
9. What is your greatest challenge in managing this institution? The greatest challenge to managing FRDC is offender numbers vary at all times. FRDC does not have control of the volume of offenders that arrive at the facility. County jails can continue to bring offenders to the institution when we are at our capacity. Also staffing is an issue with the constant overcrowding of offenders in the housing units.
10. What is your greatest asset to assist you in managing this institution? The greatest asset to FRDC is the diverse background of our Administration staff. The staff has many years of service with the Department of Corrections; also have knowledgeable experienced line staff. We only have diagnostic operations here at FRDC; we do not have at this time various mainline facets of Corrections.
11. What is the condition of the facilities' vehicle fleet? (mileage, old vehicles etc?)

We have a total of 29 vehicles in the fleet including the 5 vehicles Cremer utilizes. The majority of the vehicles are in fair to good condition due to the maintenance provided on a continuous preventive maintenance schedule. We did receive one new bus this year and we purchased 2 used vans. We also traded one of our low mileage jeep Cherokees for a new Dodge caravan. The following vehicles need to be replaced due to high mileage, and poor physical condition resulting in high maintenance repair costs. Jeep Cherokee 13-0008 at 190,000 miles, 1995 Dodge Van 13-0217 has extensive rust and corrosion on both the body and framework. Crown Vic 13-0209 180,000 miles, Crown Vic 13-0511 175,000 miles, Chevrolet Impala 13-0152 is currently out of service due to blown head gasket. Bus 13-0401 has 261,000 miles and should be replaced in the next couple years.

The following maintenance vehicles are all in poor condition physical condition and should be replaced mainly due to their use as snow removal vehicles. Chevrolet Truck 13-0207 is a 1986 model and was a primary snow removal vehicle all its life the frame and body are severely rusted. 1986 GMC dump truck 13-0214 has low mileage however the frame and body is severely rusted due to its use as a snow removal vehicle. 1998 Dodge pickup 13-0719 again has low mileage but is in poor physical condition as it is also used as a snow removal vehicle.

FRDC also maintains Cremer Vehicles. The following Cremer assigned vehicles should be replaced due to poor physical condition. 1994 Dodge Van 13-0150 has extensive corrosion/rust. 2003 Ford E350 13-0199 has high mileage and continuous mechanical problems resulting in high maintenance costs.

12. Assess the morale of your custody staff; high, medium, or low and please provide detailed explanation. **(Please have the Major answer)**

The overall morale for Custody staff members is medium to low. Many staff members work second jobs. There are staff members who are not loyal to the department, which brings morale down. There are not incentives for our staff to actively recruit others and encourage those individuals to become a member of the department. The elimination of matching funds for retirement, the increased vesting time for retirement from 5 years to 10 years, new employees must contribute 4% of their pay towards retirement, and the elimination of tuition reimbursement for staff are all concerns. All these actions have greatly decreased staff morale and staff routinely state nothing is getting better only worse.

13. Case Managers:

- a. How many case managers are assigned to this institution? 17 Corrections Case Worker II's
2 Corrections Case Worker III's
- b. Do you currently have any case managers vacancies? Yes we have one Case Manager II
position reallocated to FRDC through attrition.
- c. Do the case managers accumulate comp-time? No
- d. Do the case managers at this institution work alternative schedules? Yes
- e. How do inmates gain access to meet with case managers? The offenders can write a note and
send it through the institutional mail. There are also Classification and Assignment staff
assigned to the housing units that make daily rounds on the unit, allowing the offender's time to
speak with them as well.
- f. Average caseload size per case manager? Based on 1,500 population (188 to 1) based on 8
Corrections Case Worker II's. (All other Case Workers are assigned to C&A.)
 - # of disciplinary hearings per month? Average 200
 - # of IRR's and grievances per month? Average 5 per Caseworker per month
 - # of transfers written per month? Average 25
 - # of re-classification analysis (RCA's) per month? Average 25
- g. Are there any services that you believe case managers should be providing, but are not
providing? No
- h. If so, what are the barriers that prevent case managers from delivering these services? We feel
we are providing all necessary services.
- i. What type of inmate programs/classes are the case managers at this institution involved in?
FRDC is committed to Reentry and offers the following programs to assist in offenders'
reintegration into society: Pathways to Change, Impact on Crime Victims Class (ICVC) and
Inside Outside Dads.
- j. What other duties are assigned to case managers at this institution? Other assigned duties
include: ID cards, PREA, and PREA intake screener. The C&A area at FRDC is also
responsible for collecting all the information from each department (Medical, Mental Health,
Education/Vocational, Receiving, Records, etc.) and compiling it to form a Classification level
catered to each offender. An individual's information such as previous incarceration history,
sentence structure, marital status, medical and mental health needs, past employment, and
pending charges all affect the overall Custody level of the offender. The process may sound
simple, but when dealing with sensitive sentencing such as Sex Offenders (MOSOP), Treatment

(PCT, CODS, ITC, SIP, LTC, etc.) WOH (Waiver of Hearing) files, and regular Diagnostic files all requiring different time frames imposed by the courts or P&P Board, this is not a simple task. Timely, accurate, and precise efforts from staff are essential from each member of the C&A team.

14. Institutional Probation and Parole officers:

- a. How many parole officers are assigned to this institution? 11 - PO II's
1 - PO III (Supervisory Position)
- b. Do you currently have any staff shortages? No
- c. Do the parole officers accumulate comp-time? Yes
- d. Do the parole officers at this institution flex their time, work alternative schedules? When feasible they flex their time, or adjust their work schedule. However, this is not always possible.
- e. How do inmates gain access to meet with parole officers? We have open door for the perms once a month. Otherwise the inmates can request a meeting via a "kite".
- f. Average caseload size per parole officer? Varies depending on population. Based on 1,500 population (136 to 1)
 - # of pre-parole hearing reports per month? 80 average
 - # of community placement reports per month? 1 average
 - # of investigation requests per month? 45 average
- g. Are there any services that you believe parole officers should be providing, but are not providing? No
- h. If so, what are the barriers that prevent officers from delivering these services? N/A
- i. What type of inmate programs/classes are the parole officers at this institution involved in? A representative from this section attends friends and family orientation.

15. Please list any other issues you wish to discuss or bring to the attention of the members of the Joint Committee on Corrections.

FRDC would like to bring to the committee's attention our concerns reference staffing, especially in the area of custody. We currently operate at critical staffing levels.

The age of the institution and its equipment requires on-going focus on maintenance repair and replacement of areas. Improvements are difficult as the majority of funds go for repair and general upkeep costs.

16. Does your institution have saturation housing? If so, how many beds? Yes, FRDC has an official saturation housing capacity of 464 beds.

17. Radio/Battery Needs:

- a. What is the number of radios in working condition? 228 total. 227 currently operational, one is out of service and scheduled to be repair next quarter.
- b. Do you have an adequate supply of batteries with a good life expectancy? At this time, yes.
- c. Are the conditioners/rechargers in good working order? At this time, yes.

